

NEWS BRIEFS

MICHIGAN DEPARTMENT OF COMMUNITY HEALTH

AUGUST 12, 2008

From the Director By Janet Olszewski

In Michigan we often hear about there being a lack of resources – whether people are talking about businesses, nonprofit organizations or even government. But here at the Michigan Department of Community Health, we are richest in the most important resource around – our employees.



As a DCH employee you are no doubt called upon daily to handle an increasing number of tasks in your current role. Over the course of the last few years, you've also been asked to share your thoughts about the department and how it functions. That feedback has prompted several ongoing efforts to move the department forward.

The Department of Community Health has been hard at work to develop ways of addressing current needs while putting us in the best possible position for the future. And staff members are using your ideas, questions and suggestions to help chart our course.

I believe you, our employees, truly are the department's greatest resource. We recognize the importance of developing that resource, and that's why we're working hard to increase professional development opportunities as well as broadening their scope.

Staff have developed various training sessions – and they're just getting started. Many more professional

development opportunities are on the horizon, and we'll help promote those opportunities via the Intranet and News Briefs. Just as you're helping chart the department's course, we want to help you chart your own professional path.

Innovation is one of the hallmarks of our employees, and we're implementing new tools, such as the Intranet's Ideas Template, to harness that innovation. I've also found the Brown Bag sessions I attend with deputies at various department worksites lead to some great discussions, not to mention ideas.

As important as it is to tap into your knowledge and expertise, it's just as important to recognize you for your efforts.

This month we will roll out our revamped employee recognition program. The program will recognize (please go to Page 2)

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employees for their years of service as well as specific contributions. The recognition will take various forms, from formal ceremonies to more spontaneous kudos within your respective areas. I am proud to say I will be joined by coworkers and supervisors in offering this recognition of your efforts.

As work continues on our DCH strategic plan, great progress is being made in the area of workforce planning. We are revamping our recruitment tactics and developing an academic internship program that offers meaningful experiences for students. In fact, this fiscal year we expect to launch a new recruiting website that will speak directly to the next generation of potential employees.

At the same time, we're also ramping up efforts to more effectively aid new employees with their transition into the Department of Community Health. This is just one component of our recruitment and retention plan as we eye ways to attract and hold on to the very employees we value so much. In fact, enticing ideas such as flexible scheduling and telecommuting are in the process of moving from the abstract to the concrete.

From streamlining processes to celebrating our successes, your suggestions are helping the department's leadership team strengthen the work environment in ways that will make your work experience more fulfilling, position the department for continued excellence and best serve the residents of Michigan.

You will see more on the evolution of the DCH culture in upcoming News Briefs. Thank you for sharing your thoughts and ideas. And, please, keep them coming.

About News Briefs

Thanks to all of you who have taken our survey! Results will be shared in next month's issue.

We encourage you to submit stories, story ideas, photographs and comments; items are due by the 10th of the month. Articles should be prepared with Microsoft Word. If you send photos, jpeg files are best. This newsletter is produced each month for MDCH employees. Send items to Jacki Miller at millerjac@michigan.gov.